



HR Director

Job Information

Recruiter

[Advisory Group K.K.](#)

Job ID

1561289

Industry

Retail

Job Type

Permanent Full-time

Location

Chiba Prefecture

Salary

12 million yen ~ 19 million yen

Refreshed

October 10th, 2025 17:01

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Key Responsibilities

- Serve as a central leader and influential member of the business unit or divisional leadership team
- Act as a strategic HR consultant and trusted advisor to senior leaders and their teams
- Operate as a strategic partner to the Market CEO and participate as a member of the executive management team
- Provide strategic HR expertise and insight to the company's top management
- Support and guide business leaders across a wide range of HR initiatives, including HR strategy development, business growth and organizational design, succession planning, performance management, leadership development, compensation and rewards strategy, and organizational productivity improvement
- Lead complex transformation and change management projects, ensuring effective and sustainable global operations
- Build and maintain strategic HR partnerships with senior leaders and their teams to ensure alignment with global and

corporate policies and effective localization for regional markets and sites

- Act as a member of the divisional or business unit executive team, ensuring HR strategies effectively support business goals and growth
 - Participate actively in the global HR team, contributing to the design and development of global HR programs and initiatives
 - Oversee the HR team in Japan and serve as a key liaison supporting collaboration with the China market
 - Take direct responsibility for HR budget management and resource allocation
-

Required Skills

- Must be able to influence and convince business leaders to drive organizational change
 - 1–2 years of experience as Head of HR or equivalent leadership position
 - 5+ years as HRBP preferred
 - Capable of covering all HR functions
 - Fluent English and Native Japanese required
-

Company Description